

1 The Seabrook Civil Service Commission held a meeting on Monday, May 19, 2014 at Seabrook
2 City Hall, 1700 First Street, Seabrook, Texas to discuss, and if appropriate take action on the
3 items listed below.
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5 THOSE PRESENT WERE:
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7 JOHN CHISLER CHAIR
8 NATALIE PICHA VICE-CHAIR
9 JOE WINTER EXCUSED ABSENCE
10 JOYCE BICE INTERIM CIVIL SERVICE DIRECTOR
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13 Chairman Chisler convened the meeting at 6:03 p.m.
14

- 15 1. Consider and take action to approve the minutes of the April 28, 2014, Civil Service
16 Commission meeting.
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18 Motion was made by Vice-Chair Picha and seconded by Chairman Chisler to approve
19 the minutes of the April 28, 2014, Civil Service Commission meeting as written.
20

21 **MOTION CARRIES UNANIMOUSLY.**
22

- 23 2. Discuss and consider possible action on revisions to the City of Seabrook Civil Service
24 Rules and Regulations, Section 143.023 Eligibility for Beginning Position.
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26 Vice-Chair Picha stated that the Commission should review the notes and
27 recommendations submitted by Connie Acosta, City Civil Service Attorney, and compare
28 to the draft regulations.
29

30 After some discussion, it was determined by the Commission that the statement "*Be of*
31 *good moral character*" should remain in the eligibility requirements.
32

33 The Commission agreed that the provision "*Be able to meet all other minimum*
34 *qualifications or knowledge levels set forth in the posted notice*" should be removed from
35 the list, and all of the requirements listed in Section 143.023 Eligibility for Beginning
36 Position must be listed identically in the Notice of Intent to Test as well.
37

38 There was some discussion concerning the requirements "*Be drug and alcohol free;*
39 *pass drug and alcohol screen*" and the Commission stated there needs to be wording
40 clarifying the intent of the statement to be at the time of test or future requirements.
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42 There was discussion concerning the requirement "*Must not have been dismissed or*
43 *resigned in lieu of dismissal from any employment for inefficiency, delinquency, or*
44 *misconduct. Said dismissal or termination shall be considered on a case-by-case basis.*
45 *Rejection under this provision shall be considered permanent.*" The commission stated
46 that the sentence "Rejection under this provision shall be considered permanent" should
47 be eliminated.
48

49 There was discussion concerning the requirement *"Be able to perform all of the essential*
50 *functions and physical requirements of the job of Policed Officer"* and the Commission
51 agreed with Connie Acosta's recommendation that the provision should be expanded to
52 include all mental, physical, psychological and intellectual functioning aspects and that
53 the requirements should match those in the job description.
54

55 There was also discussion concerning the provision *"Must not have exercised poor*
56 *judgment skills with the past ten (10) years"* and the commission requested that the
57 wording of the provision be reviewed by the City Attorney and make recommendations
58 on the wording.
59

60 The Commission would like to review the revisions at the next Civil Service Commission
61 meeting.
62

- 63 3. Discuss and consider possible action on revisions to the City of Seabrook Civil Service
64 Rules and Regulations, Section 143.028 Eligibility for Promotion.
65

66 Motion was made by Vice-Chair Picha and seconded by Chairman Chisler to accept the
67 changes in 143.028 to remove the statement "A Police Officer is not eligible for
68 promotion to the rank of Captain or its equivalent unless the person has at least four (4)
69 years actual service in the Department, due to the elimination of the Captain position.
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71 **MOTION CARRIES UNANIMOUSLY.**
72

- 73 4. Discuss and consider possible action on revisions to the City of Seabrook Civil Service
74 Rules and Regulations, Section 143.035 Alternate Promotional System in Police
75 Department.
76

77 Motion was made by Vice-Chair Picha and seconded by Chairman Chisler to accept the
78 changes in 143.035 as amended to remove the paragraph "C. Promotion Eligibility of
79 Captain Position", due to the elimination of the Captain position.
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81 **MOTION CARRIES UNANIMOUSLY.**
82

- 83 5. Consider future meeting dates and agenda items.
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85 The commission agreed to a proposed meeting date of June 9th, 2014.
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87 Motion was made by Vice-Chair Picha and seconded by Chairman Chisler to adjourn.
88

89 **MOTION CARRIES UNANIMOUSLY.**
90

91 The meeting was adjourned at 6:35 p.m.

92 APPROVED THIS 23rd DAY OF JUNE, 2014.

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99 Joyee Bice, Secretary


John Chisler, Chairman

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